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# Department of Defense CIVILIAN MANPOWER STATISTICS

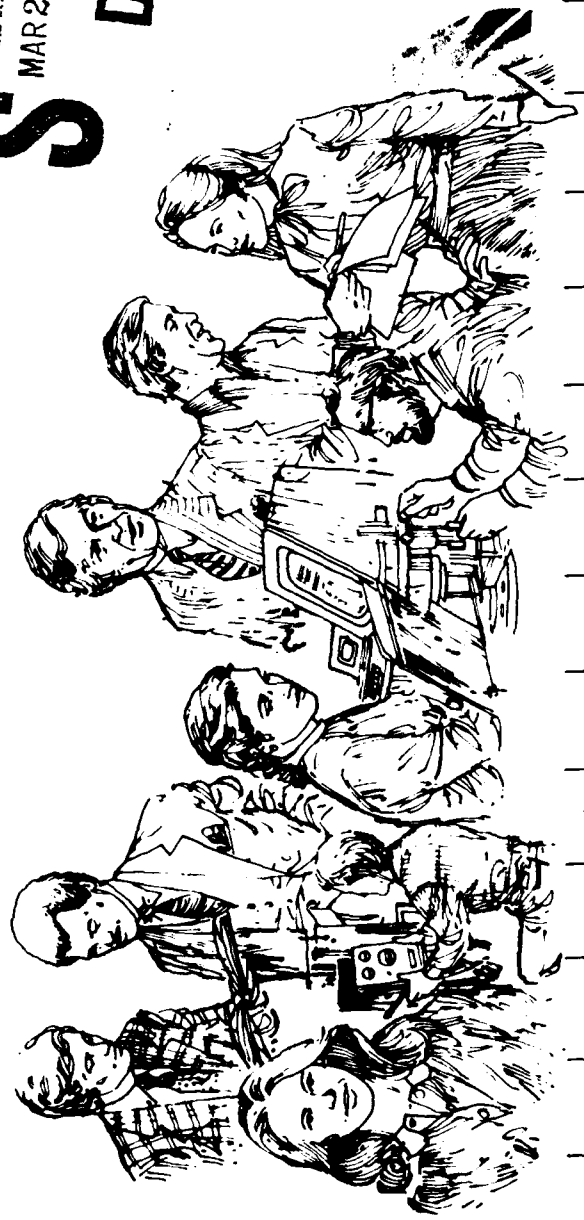
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Quarter Ending December 31, 1989

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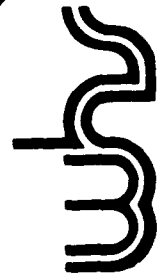
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Department of Defense

# CIVILIAN MANPOWER STATISTICS

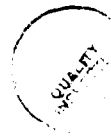
December 31, 1989

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## FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

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TABLE 1

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - December 31, 1989**

<b>FUNCTION/EMPLOYMENT STATUS</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY b/</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. c/</b>
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,117,984	405,748	353,691	262,660	95,885
DIRECT HIRE	1,038,150	349,823	343,147	250,884	94,296
INDIRECT HIRE	79,834	55,925	10,544	11,776	1,589
<b>TOTAL EMPLOYMENT</b>	<b>1,124,873</b>	<b>407,473</b>	<b>356,544</b>	<b>264,055</b>	<b>96,801</b>
DIRECT HIRE	1,045,039	351,548	346,000	252,279	95,212
INDIRECT HIRE	79,834	55,925	10,544	11,776	1,589
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	28,036	28,035	0	1	0
<b>TOTAL EMPLOYMENT</b>	<b>29,952</b>	<b>29,951</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,146,020	433,783	353,691	262,661	95,885
DIRECT HIRE	1,066,186	377,858	343,147	250,885	94,296
INDIRECT HIRE	79,834	55,925	10,544	11,776	1,589
<b>TOTAL EMPLOYMENT</b>	<b>1,154,825</b>	<b>437,424</b>	<b>356,544</b>	<b>264,056</b>	<b>96,801</b>
DIRECT HIRE	1,074,991	381,499	346,000	252,280	95,212
INDIRECT HIRE	79,834	55,925	10,544	11,776	1,589

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling. Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.  
b/Includes Marine Corps civilian personnel.  
c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 86	30 SEP 87	30 SEP 88	30 SEP 89	31 OCT 89	30 NOV 89	31 DEC 89	
MILITARY FUNCTIONS	1,112,901	1,134,145	1,090,479	1,117,449	1,116,893	1,118,576	1,117,984	
DIRECT HIRE a/	1,027,866	1,049,337	1,010,306	1,037,632	1,037,117	1,039,048	1,038,150	
INDIRECT HIRE b/	85,035	84,808	80,173	79,817	79,776	79,528	79,834	
ARMY	414,774	420,145	394,842	405,008	405,346	405,554	405,748	
DIRECT HIRE	355,343	359,966	338,525	349,171	349,457	349,697	349,823	
INDIRECT HIRE	59,431	60,179	56,317	55,837	55,889	55,857	55,925	
NAVY	342,727	354,162	348,570	354,942	353,374	353,643	353,691	
DIRECT HIRE	332,363	343,672	338,369	344,436	342,872	343,273	343,147	
INDIRECT HIRE	10,364	10,490	10,201	10,506	10,502	10,370	10,544	
AIR FORCE	264,299	265,326	254,070	261,571	262,224	263,266	262,660	
DIRECT HIRE	250,655	252,767	242,029	249,662	250,408	251,455	250,884	
INDIRECT HIRE	13,644	12,559	12,041	11,909	11,816	11,811	11,776	
OTHER DoD ORGANIZATIONS c/	91,101	94,512	92,997	95,928	95,949	96,113	95,885	
DIRECT HIRE	89,505	92,932	91,383	94,363	94,380	94,623	94,296	
INDIRECT HIRE	1,596	1,580	1,614	1,565	1,569	1,490	1,589	
CIVIL FUNCTIONS a/	30,817	29,753	30,446	29,248	29,075	28,774	28,036	
(ALL DIRECT HIRE)	30,814	29,751	30,444	29,246	29,073	28,773	28,035	
ARMY	3	2	2	2	2	1	1	
AIR FORCE								
TOTAL MILITARY AND								
CIVIL FUNCTIONS	1,143,718	1,163,898	1,120,925	1,146,697	1,145,968	1,147,350	1,146,020	
DIRECT HIRE a/	1,058,683	1,079,090	1,040,752	1,066,880	1,066,192	1,067,822	1,066,186	
INDIRECT HIRE b/	85,035	84,808	80,173	79,817	79,776	79,528	79,834	

a/As reported officially to the Office of Personnel Management

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments

c/See Glossary for a list of Other DoD Organizations

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# TRENDS IN DoD CIVILIAN EMPLOYMENT

## MILITARY AND CIVIL FUNCTIONS

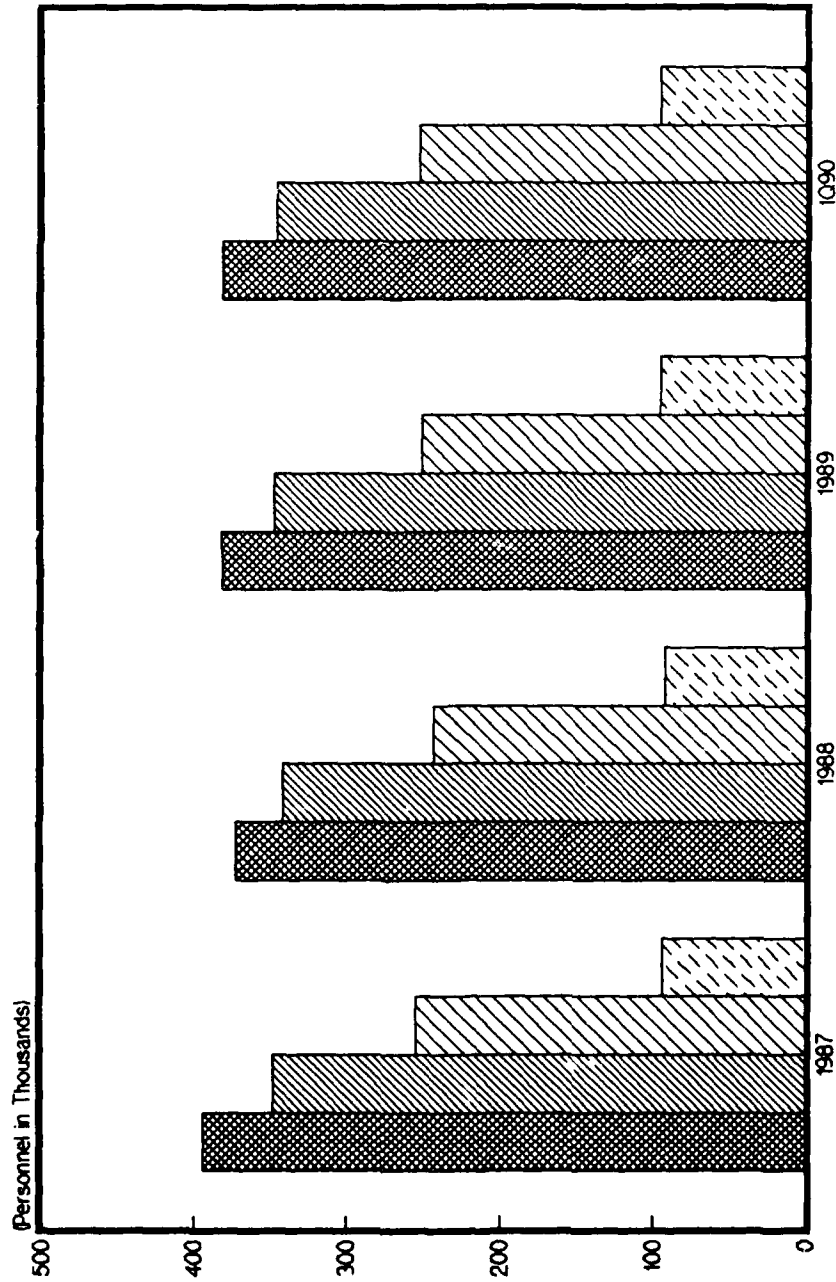


Figure 1 - Direct Hires

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# TRENDS IN DoD CIVILIAN EMPLOYMENT

## MILITARY AND CIVIL FUNCTIONS

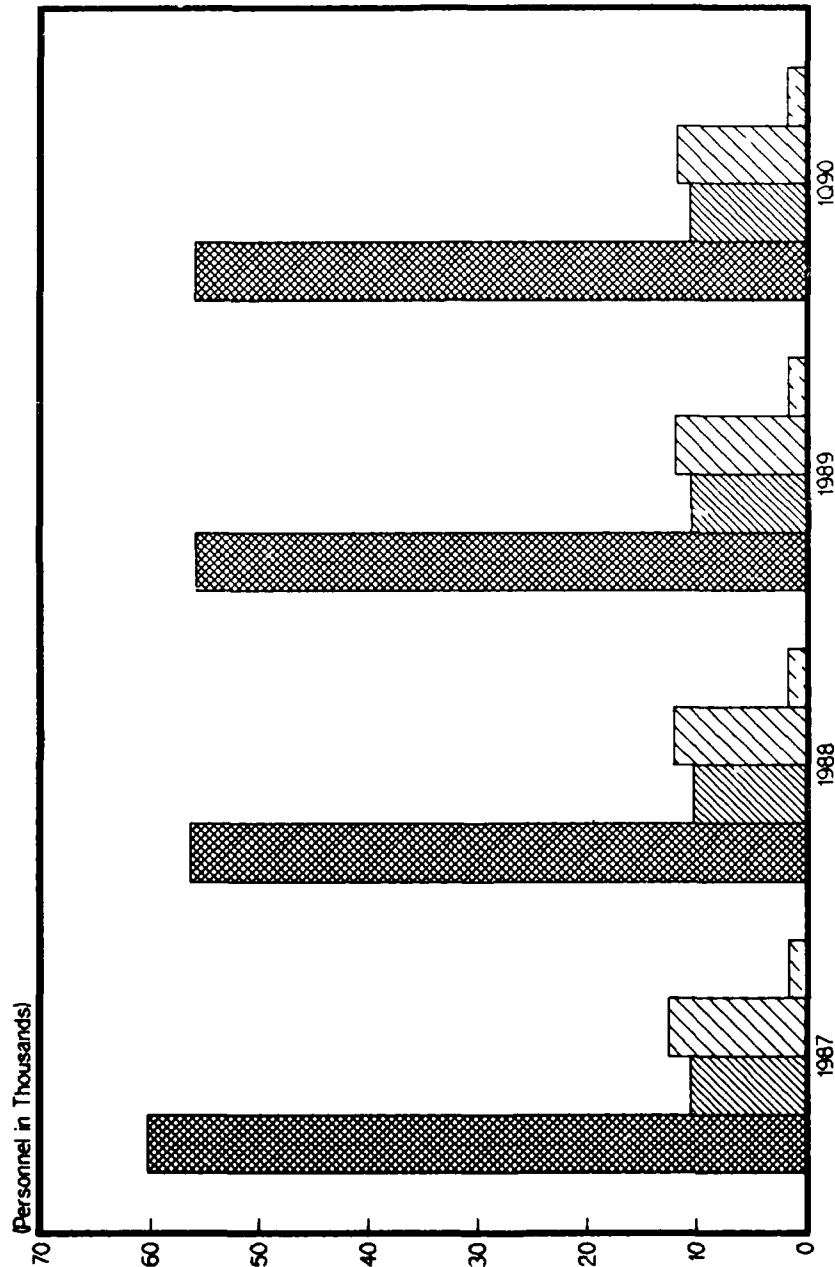


Figure 2 - Indirect Hires

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TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 89	30 NOV 89	31 DEC 89		31 OCT 89	30 NOV 89	31 DEC 89
MILITARY FUNCTIONS	1,037,117	1,039,048	1,038,150	1,013,586	920,507	922,522	921,793
ARMY	349,457	349,697	349,823	334,387	296,620	297,333	297,202
NAVY	342,872	343,273	343,147	337,186	312,304	312,795	313,075
AIR FORCE	250,408	251,455	250,884	248,622	226,784	227,240	226,689
OSD & ORGANIZATIONS SERVICED							
BY OSD a/	4,219	4,273	4,368	4,794	3,952	3,987	4,016
DEFENSE COMMUNICATIONS AGENCY	2,461	2,465	2,465	2,401	2,330	2,334	2,334
DEFENSE CONTRACT AUDIT AGENCY	7,124	7,075	7,046	7,453	7,013	6,964	6,925
DEFENSE INVESTIGATIVE SERVICE	4,087	4,115	4,161	4,250	4,025	4,044	4,081
DEFENSE LOGISTICS AGENCY	52,255	52,399	52,005	49,186	48,439	48,648	48,310
DEFENSE MAPPING AGENCY	8,329	8,348	8,293	8,411	8,036	8,099	8,053
DEFENSE NUCLEAR AGENCY	330	831	834	942	754	753	748
DEPARTMENT OF DEFENSE							
DEPENDENTS SCHOOLS	12,825	12,834	12,823	13,488	8,152	8,200	8,222
DEPARTMENT OF DEFENSE							
INSPECTOR GENERAL	1,394	1,418	1,443	1,585	1,377	1,403	1,415
ON-SITE INSPECTION AGENCY	46	46	52	71	46	46	52
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	819	819	806	810	675	676	671
CIVIL FUNCTIONS							
ARMY	29,075	28,774	28,036	N/A	26,968	26,857	26,418
AIR FORCE	29,073	28,773	28,035		26,966	26,856	26,417
	2	1	1		2	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,066,192	1,067,822	1,066,186	N/A	947,475	949,379	948,211

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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# DoD DIRECT HIRE CIVILIAN PERSONNEL CURRENT FY 89

## OMB CEILING BY FUNCTION & DEFENSE COMPONENT

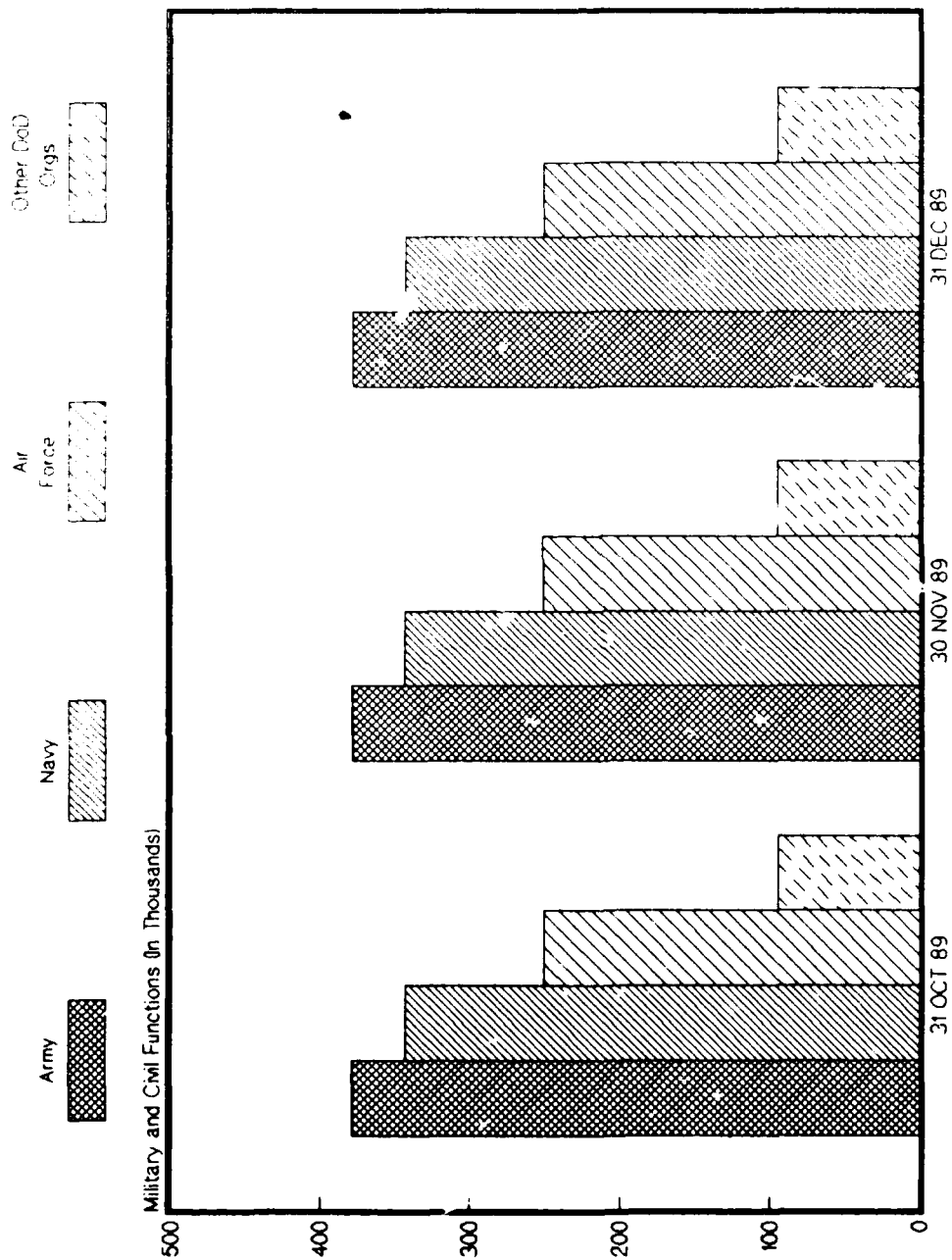


Figure 3 - Total Employment

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TABLE 4

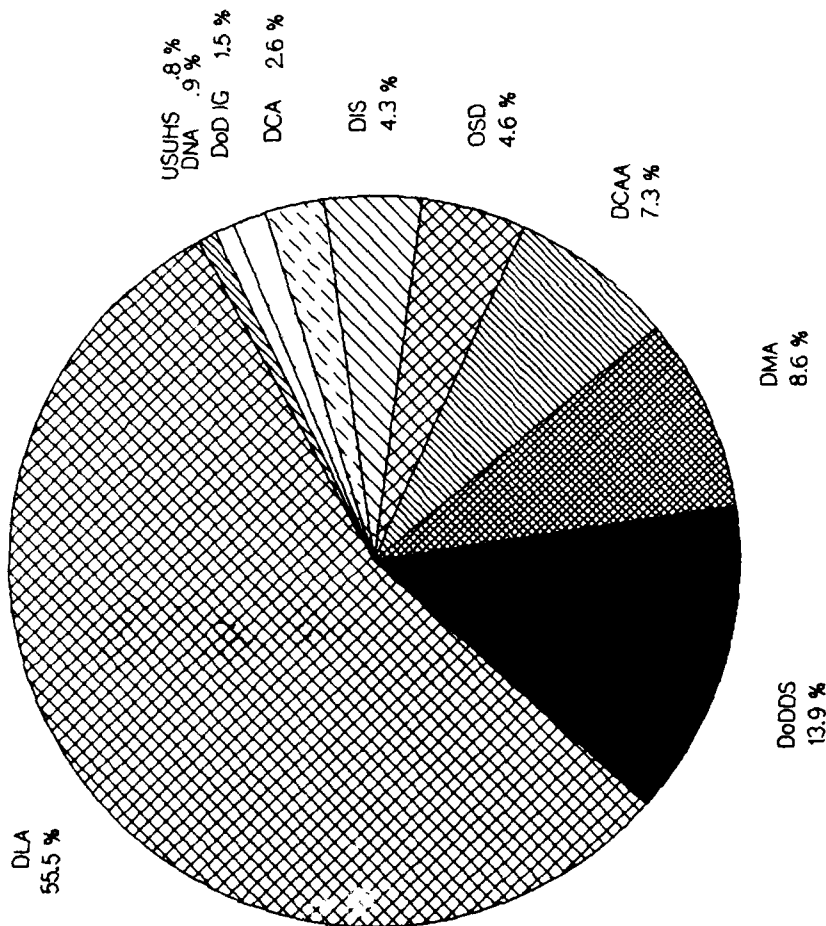
**DoD Direct and Indirect Hire Civilian Personnel by Component,  
According to Type (Excluding the Military Departments) - December 31, 1989**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,430	4,411	19
DEFENSE COMMUNICATIONS AGENCY	2,525	2,514	11
DEFENSE CONTRACT AUDIT AGENCY	7,083	7,078	5
DEFENSE INVESTIGATIVE SERVICE	4,189	4,189	0
DEFENSE LOGISTICS AGENCY	53,602	52,718	884
DEFENSE MAPPING AGENCY	8,339	8,338	1
DEFENSE NUCLEAR AGENCY	840	840	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,491	12,823	668
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,444	1,443	1
ON-SITE INSPECTION AGENCY	52	52	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	806	806	0
TOTAL	96,801	95,212	1,589

a/See the Glossary for a list of OSD and Organizations serviced by OSD.

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DoD DIRECT AND INDIRECT HIRE CIVILIAN  
EMPLOYMENT BY COMPONENT - DECEMBER 31, 1989



Excluding Military Departments - (OSIA - .1%)

FIGURE 4

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TABLE 5

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - December 31, 1989 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,074,991	381,499	346,000	252,280	95,212
BY STATUS					
FULL-TIME	1,043,957	369,165	339,766	245,191	89,835
PART-TIME	27,139	11,002	6,001	5,387	4,749
INTERMITTENT	3,895	1,332	233	1,702	628
BY CAREER SERVICE CATEGORY					
COMPETITIVE	900,571	305,667	308,993	207,476	78,435
EXCEPTED AND SES	174,420	75,832	37,007	44,804	16,777
BY TYPE OF APPOINTMENT					
PERMANENT	959,797	327,886	316,461	229,374	86,076
TEMPORARY/INDEFINITE	115,194	53,613	29,539	22,906	9,136
BY CITIZENSHIP					
U S CITIZENS	1,036,607	365,685	331,319	244,881	94,722
NON-CITIZENS	38,384	15,814	14,681	7,399	490
BY LABOR CATEGORY					
SALARIED	755,385	281,966	223,405	166,592	83,422
WAGE BOARD	319,606	99,533	122,595	85,688	11,790

a/Includes personnel not subject to OMB ceiling control  
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - December 31, 1989 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD CRGS. b/
WORLDWIDE TOTAL	1,074,991	381,499	346,000	252,280	95,212
UNITED STATES	976,459	335,471	322,102	237,039	81,847
BY LOCATION					
WASHINGTON, D.C., SMSA c/	90,927	28,328	38,902	6,848	16,849
REMAINDER OF U. S.	885,532	307,143	283,200	230,191	64,998
BY LABOR CATEGORY					
SALARIED	684,791	250,144	211,733	152,729	70,185
WAGE BOARD	291,668	85,327	110,369	84,310	11,662
BY CITIZENSHIP					
U. S. CITIZENS	975,851	335,151	321,945	236,994	81,761
NON-CITIZENS	608	320	157	45	86
U. S. TERRITORIES					
BY LABOR CATEGORY					
SALARIED	7,385	1,195	5,180	914	96
WAGE BOARD	3,912	851	2,550	424	87
BY CITIZENSHIP	3,473	344	2,630	490	9
U. S. CITIZENS	7,341	1,195	5,162	911	73
NON-CITIZENS	44	0	18	3	23
FOREIGN COUNTRIES					
BY LABOR CATEGORY					
SALARIED	91,147	44,833	18,718	14,327	13,269
WAGE BOARD	66,682	30,971	9,122	13,439	13,150
BY CITIZENSHIP	24,465	13,862	9,596	888	119
U. S. CITIZENS	53,415	29,339	4,212	6,976	12,888
NON-CITIZENS	37,732	15,494	14,506	7,351	381

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - December 31, 1989**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	79,834	55,925	10,544	11,776	1,589
BELGIUM	941	903	0	21	17
GERMANY	55,323	48,119	3	6,048	1,153
GREECE	468	2	101	352	13
GUAM	4	0	4	0	0
JAPAN	17,295	3,339	9,295	4,456	205
KOREA	3,228	3,228	0	0	0
NETHERLANDS	437	334	0	87	16
PHILIPPINES	6	0	6	0	0
SPAIN	2,025	0	1,131	812	82
UNITED KINGDOM	107	0	4	0	103

a/See the Glossary for a list of Other DoD Organizations.

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## GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire (Civilians). Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

#### OTHER DoD ORGANIZATIONS

\*Office of the Secretary of Defense (OSD)

\*Joint Chiefs of Staff (JCS)

Inspector General of the Department of Defense

#### Department of Defense Agencies:

\*Defense Advanced Research Projects Agency (DARPA)

Defense Communications Agency (DCA)

Defense Contract Audit Agency (DCAA)

Defense Investigative Service (DIS)

\*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

\*Defense Security Assistance Agency (DSAA)

On-Site Inspection Agency (OSIA)

\*Strategic Defense Initiative Organization

NOTE: \*Organizations serviced by OSD.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*Defense Medical Support Activity (DMSA)
- \*Defense Technology Security Administration (DTSA)
- Department of Defense Dependents Schools (DODDS)
- \*Office of Civilian Health and Medical Program  
Office (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

\*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: \*Organizations serviced by OSD

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaries Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)